APPENDIX I

Vol. 32, No. 34 August 24, 1973

Report on the Meeting of the 29TH INTERNATIONAL CONGRESS OF ORIENTALISTS

Paris, France, July 16-22, 1973

The 29th International Congress of Orientalists celebrated its centenary during the week of July 16-22 by returning to Paris, the city where its first meeting had been convened in 1873. The congress, which began as a conference of scholars devoted primarily to studies of the ancient Near East and Sanskrit, at its most recent convocation of the Sorbonne was divided into 11 sections: The Ancient Near East; The Christian Orient; Hebraic Studies; Arabic and Islamic Studies; Iranian Studies; Central Asia; India; Southeast Asia; Chinese Studies; Japanese and Korean Studies; and Libraries, Bibliography, and Documentation.

The Libraries section, organized by Oreste Toutzevitch and Pierre Barkan of the Bibliothèque Nationale, Paris, met over the entire period of the congress, and attracted 50-75 librarians from all over the world. The papers were presented in French or English without translation or interpretation.

The lead-off speaker in the first session was J. D. Pearson, School of Oriental and African Studies, University of London, who discussed "Bibliothèques et Bibliographies Orientalistes." Amalia Pezzali, Bibliothèque St. Marc, Venice, analyzed problems of organization, staffing, and cataloging faced by European libraries in a paper entitled "Bibliothèques Orientalistes."

The second session, devoted to reports on the use of computers in Egyptological studies, included the following papers: "Establissement par l'Ordinateur d'une Table de Concordance des Textes des Pyramides" by C. Crozier-Brelot; "Archaeological Data Bank Problems," by Rolf Gundlach, Institut für Nichtnumerik, Darmstadt; and "Informatique dans l'Archéologie Égyptienne," by Dietrich Wildung, Seminar für Aegyptologie, Universität München.

The problem of deteriorating Indic manuscripts occupied the third session, with papers by R. D. Gupta, School of Oriental and African Studies, London, on "The Problem of Preserving Manuscript Material in the Braj Area of Northern India" and by P. K. Mahapatra, Calcutta University, on "Conservation of Manuscripts in India."

Papers on Chinese collections and bibliography presented at the fourth session included "Some Remarks on Fine Art Catalogues by the 19th-century Kwangtung Collectors" by Chuang Shen, University of Hong Kong; "The Edinburgh University Library and Chinese Studies" by William H. Liu, Edinburgh University Library; and "Étude des Éditions Bilingues Chinois-Mandchou Conservées à la Bibliothèque Nationale de Paris" by Jeanne-Marie Puyraimond of the Bibliothèque Nationale.

A variety of reports was presented at the fifth session. These included papers by Wang Chen-ku, Chief Librarian, National Taiwan Normal University Library, on "Libraries and Library Services in Taiwan;" "Asian Newspapers and Periodicals: Status and Prospects for Bibliographic Work," by G. Raymond Nunn, University of Hawaii; and "Caractères Mobiles de l'Imprimene Ancienne Coréenne," by Byeng-sen Park, Département des Manuscrits, Section Orientale, Bibliothèque Nationale.

In the sixth session, Christiane Rageau, Service du Sud-Est Asiatique, Bibliothèque Nationale, reported on her world-wide survey of Oriental libraries in a paper entitled "Ouverture des Discussions sur les Normes Internationales du Catalogue des Ouvrages Orientaux." Jacqueline Pirenne, Service de Calcul "Sciences Humaines" Centre Nationale de la Recherche Scientifique, Paris, presented an abstract of her recent publication entitled "Ordinateur et Translitération des Langues Orientales." Chen H. Yeh, of Taipei, Taiwan, presented slides and a motion picture on a computer-based Chinese typewriter and teletypewriter system which he had invented and which he reported as being in use by a Chinese government agency. The system, based on storage of Chinese characters in digitized form, has a present capacity of over 8,000 characters.

Romanization problems were discussed in the seventh session by P. K. Mahapatra of Calcutta in a paper entitled "Unification of the Spelling and Transcription of Indic Names"; by J. T. Tsukamota, Ball State University, Muncie, Ind., in a paper entitled "Can Uniformity in Transliterating Japanese Personal Names be Achieved?"; and by Warren Tsuneishi, Library of Congress, in a paper on "Romanization of Oriental Languages in American Libraries." There are few, if any, recognized international standards for romanization or transliteration.

The two concluding sessions were devoted to free discussion. Of particular note was a seminar led by Pierre Barkan, Service Turc, Bibliothèque Nationale, on the transliteration of non-Slavic languages written in Cyrillic script.

A special exhibit prepared on the occasion of the 100th anniversary of the International Congress of Orientalists was "Treasures of the Orient," at the Bibliothèque Nationale. Accompanying the exhibit was a catalog, *Trésors d'Orient*, prepared by Marie Séguy, conservateur, Section Orientale, Département de Manuscrits, listing the rare books and manuscripts on display. At the Petit-Palais an exhibit on the "Treasures of Chinese Art: Recent Archeological Discoveries in the People's Republic of China" also marked the anniversary. [*Warren Tsuneishi*]

APPENDIX II

Report on the Meeting of the EIGHTH ANNUAL CONVENTION OF THE ASSOCIATION OF JEWISH LIBRARIES

Los Angeles, Calif., June 24-27, 1973

The Association of Jewish Libraries held its eighth annual convention at the Ambassador Hotel in Los Angeles, June 24-27.

The opening session on Sunday evening, was addressed by Michael Blankfort, a writer of novels, movie and television scripts, (some with Jewish content), and National President of the Writers Guild of America. He tried to transmit his spiritual odyssey as a writer with immigrant Jewish parents. Although he never deliberately sought out Jewish material for his literary work, his background left an indelible imprint on the results. Thus he felt at home in the company of Jewish librarians.

On Monday the delegates visited Wilshire Boulevard Temple. In many respects this is a unique edifice, as it contains panels depicting scenes from the Bible and later Jewish history. Ordinarily, synagogues are not decorated with pictures, this being considered contrary to the Second Commandment. The history of the century-old congregation and the murals, a gift of the Warner Brothers, was explained by Rabbi Maxwell Dubin.

The tour of the temple and its library was followed by two workshops held simultaneously. The Research and Special Libraries Division of the Association conducted a panel discussion on "Alternatives after the Phasing-Out of PL-480." Prof. Peretz Tishby, Librarian of Yeshiva University in New York, formerly of the Hebrew University Library in Jerusalem, served as chairman. The PL-480 program in Israel, which had been in operation since 1964 and came to an end this spring, had been the principal tool for acquisition and cataloging of books and serials from Israel for the Library of Congress and 24 other libraries participating in the program. Moreover, the accessions list published monthly by the Tel-Aviv PL-480 Office, supplemented with an annual author index, was probably the most comprehensive list of current Israeli publications available and was therefore extremely useful to all other libraries interested in building up their collections of works from Israel. From now on libraries must exercise their own initiative in this area. Sheldon Brunswick, Head of the Near East Section of the Library of the University of California at Berkeley, and Leonard Gold, Chief of the Jewish Division of the New York Public Library, indicated the steps their institutions were taking to continue receiving as large a selection of books from Israel as possible. Like the Library of Congress they have appointed blanket order dealers in Israel after explaining to them the range of monographs and serials they wish to include in their collections. An additional resource for acquisitions is *Kirjath Sepher*, the bibliographic quarterly of the Jewish National and University Library in Jerusalem, although it is not as current in its listings as was the PL-480 accessions list. A more up-to-date tool is a printed card service intended for Israeli libraries.

Theodore Wiener, Supervisor of the Hebraic Language Unit in the Descriptive Cataloging Division at

the Library of Congress, dealt with the new situation from the point of view of LC cataloging procedures. The preliminary cataloging data once supplied by the Tel-Aviv office will now be developed at LC, necessarily delaying the cataloging process.

At the same time the Synagogue, School, and Center Division of the Association had a program on "Jewish Libraries: Standards for Administration," under the chairmanship of Ethel Saferin, Librarian of the Park Synagogue, Cleveland Heights, Ohio. In addition a "Problem Clinic" served as a means of information exchange, the various participants pooling their resources in arriving at solutions to the multifarious problems that beset the synogogue librarian, who has to meet the most unusual demands of his public with resourcefulness and patience.

The delegates then were guests of the temple for lunch. Afterwards Dorothy Schroeder, Librarian of the Temple, spoke on "Children's Literature." She emphasized that the relationship between librarian and child should be based on reciprocity, that just as important as instructing the child is the feedback that comes from him, telling us about his interests and concerns.

This was followed by a panel presentation on "Jewish Bibliographic Research Facilities on the West Coast." Harold Friedman, Chairman of the Library Committee of the Jewish Community Library in Los Angeles, related the story of this library established 30 years ago. As the first major Jewish library in the Los Angeles area, it had attracted a great many gifts of books from the community over the years that very often were not relevant to its needs. As synagogue libraries assumed an ever greater significance, it was decided after a survey three years ago to change its purpose from a regular circulating library into a reference collection for the use of the agencies of the Jewish Community Council, such as its social service and Jewish public relations components. It also serves as an archive and oral history repository of Los Angeles Jewry and provides Jewish bookmobiles for local colleges and universities, and its Yiddish collection is made available to the Home for the Jewish Aged.

Ruth Rafael, Librarian of the Western Jewish History Center of the Magnes Memorial Museum in Berkeley, described her library as a research and archival center for the Jewish communities of the Western United States and Canada. It also maintains an oral history program for Northern California Jewish history. Another feature of this library is its collection of materials about Judah L. Magnes (1877-1948), a native of San Francisco, who had a spectacular career as a leading American Reform rabbi and first president of the Hebrew University in Jerusalem (1925-1948).

William Kramer, Professor of Religious Studies at California State University at Northridge, recounted his adventures as a scholarly user of various libraries, Jewish and general, in search of materials bearing on the history of the Jews in the West.

The panel concluded with a slide lecture on "Jewish California Sites and Landmarks," by Morton Stern, Editor of the *Western States Jewish Historical Quarterly*. Since Jewish migration to the west coast coincided with the general settlement of that part of the country, Jews have made a greater impact there than in other sections of the United States.

On Tuesday morning the delegates reconvened at the University of Judaism, the west coast branch of the Jewish Theological Seminary of America of New York. Louis Shub, its librarian, spoke on "Contemporary Jewish Resources." A former staff member of the American Jewish Committee, which specializes in Jewish public relations, he showed how to collect materials on current events from newspaper and magazine clippings and pamphlets. As an example he displayed a large box of items dealing with the Israeli occupation of the West Bank of Jordan, arranged by sub-topics and important political personalities in Israel and elsewhere, who had discussed the future of this area.

In the afternoon the delegates visited the Frances-Henry Library and Skirball Museum of the California School of the Hebrew Union College with headquarters in Cincinnati, Ohio. The museum represents one of the major collections of Jewish ceremonial objects in the United States. At this time it was host to an exhibit of photographs by Roman Vishniak dealing with Polish Jewry before the Second World War and his microphotography of submarine objects in unusual shapes and brilliant colors.

An address on "Contemporary Jewish History" by Dr. Judah Pilch, a veteran Jewish educator and professor at the University of Judaism and Dr. Abraham Zygielbaum, of the Hebrew Union College followed the tour session. Mr. Pilch dealt with the Holocaust literature, that is, the works treating of the catastrophe that befell European Jewry during World War II. By sheer bulk it is impressive. Several large volumes of bibliographies covering this subject, including thousands of books and articles, have been published. Each Jewish community in Eastern Europe, however small, seems to be remembered by the few survivors

in Israel and this country through a memorial volume evoking the happier days before the war and the cruel end imposed by Nazi tyranny. Dr. Zygielbaum, himself a survivor, showed by his own reminiscences the resilience of the human spirit under the most adverse circumstances.

The banquet that night was addressed by Dr. Stanley Gevirtz, Professor of Bible at the Hebrew Union College. He spoke on "The Art of the Biblical Poet." He related Biblical poetry to the earlier Canaanite and Ugaritic poetry, showing its development, emphasizing its place in Semitic poetry of its age and at the same time the unique features of the Biblical poems with their revolutionary religious outlook.

Officers for the following year are Anne Kirshenbaum, Temple Beth El, Rochester, N.Y., President; Leonard Gold, Chief, Jewish Division, New York Public Library, and Rose Miskin, Beth Tzedec Library, Toronto, Ont., Vice President; Irene Levin, Waldinger Memorial Library, Valley Stream, N.Y., Corresponding Secretary; Shalva Telushkin, Brandeis University Library, Recording Secretary; Mildred Kurland, Congregation Rodeph Shalom, Philadelphia, Pa., Treasurer; and Bertie G. Schwartz, National Women's League, United Synagogue of America, New York, Membership Chairman. [*Theodore Wiener*]

APPENDIX III

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THE LIBRARY OF CONGRESS EQUAL EMPLOYMENT OPPORTUNITY PLAN OF AFFIRMATIVE ACTION, 1974

Preface

The Library published a comprehensive listing of affirmative action assignments in the approved Affirmative Action Plan for Fiscal Year 1973 (Special Announcement 545, February 23, 1973). In that Plan the Library indicated that those action items planned but not completed would be continued in succeeding years and that new assignments may be added each year.

This Affirmative Action Plan for Fiscal Year 1974 continues the efforts initiated in Fiscal Year 1973 with additional emphasis on certain tasks outlined in the FY 1973 Plan and adds two other objectives ("Establishment of Affirmative Action Coordinating Committee" and "Establishment of Affirmative Action Training and Performance Appraisal Agreements"). Commitments made in the FY 1973 Plan remain in effect until completed and progress achieved against those goals will be regularly reported in the semi-annual Affirmative Action Progress Report; they are:

I. Orientation, Training and Educational Programs Designed to Provide a Maximum Opportunity for Employees to Advance so as to Perform at their Highest Potential

Development and implementation of training for staff members to include courses aimed at upgrading employees' skills in typing and stenography, orienting new staff members, and improving management techniques for supervisors. In addition, emphasis is given to the development of training and promotion programs for the Library as part of the Public Service Career program and formal training for the staff to support approved career development programs.

II. Promotion and Reassignment Programs

Major emphasis is on individual employee advancement within the context of promotion and job restructuring.

III. Evaluation of Performance and Potential of Staff

Study of systems of appraisal of staff for potential for advancement including supervisory and management positions will be made.

IV. Counseling and Advisory Services with respect to Career Advancement and Effective Employee Utilization

Goal is to establish an effective career counseling program in the Personnel Office.

V. Recruitment, Placement, Examining, Testing, and Selection Programs

Focuses on the expansion of use of Resources File of organizations, analysis of testing procedures within the Library, qualifications review, study of the posting system, and further use of work-study - cooperative education programs.

VI. Data Collection and Analysis

Efforts will concentrate on those employees in lower and middle level positions who have had little opportunity for advancement or who are over qualified for their positions.

VII. Communication about the Equal Employment Opportunity Program

Communication through the LCIB, Special Announcements, and other appropriate means.

VIII. Solicitation of Views and Proposals concerning Action Elements in the Plan from Interested Parties

Emphasis is on obtaining ideas and recommendations from recognized staff organizations, operating officials, and other staff members.

IX. Employee Services and Community Relations

Concentrates on alleviating staff problems in the areas of fair housing, parking, and public transportation.

X. Performance Recognition and Incentive Programs

Development of more awareness in this area by supervisors and expansion of awards program to include recognition of unusual staff achievements.

XI. Organization, Personnel and other resources needed to Carry out the Program and Plan

Reorganizing and budgeting offices involved in implementing and shaping affirmative action items to enable them to create effective and realistic equal employment opportunity programs are emphasized.

XII. Qualifications and Training Relating to Equal Employment Opportunity for Officers Responsible for the Library's Equal Employment Opportunity Program

Completed. See the L.C. Report on the Equal Employment Opportunity Plan for Affirmative Action for Fiscal Year 1973, page 13.

XIII. A Program for the Review, Counseling and Appeals of Complaints or Charges of Discrimination on an Informal and Formal Basis

Concerned with devising a more efficient and impartial complaints procedure, specifically where it relates to Library of Congress Regulations 2010-3 and 2010-3.1.

ACTION '74

These are the Affirmative Action objectives which will receive major emphasis during FY 1974:

Objective 1: Establishment of Affirmative Action Coordinating Committee.

An Affirmative Action Coordinating Committee will be established to provide a means of communication and interdepartmental coordination and to maintain a Library-wide overview of the Affirmative Action Program. The Affirmative Action Coordinating Committee will meet semi-annually with the Librarian and his staff to advise on the status of the program throughout the Library and make recommendations for improvements.

The Coordinating Committee will consist of the Assistant Director of Personnel for Equality Programs, as Chairman, the Federal Women's Program Coordinator, and a member from each Department and the Office of the Librarian appointed to an indefinite term by the Department Director.

Action Item:	Responsibility:	Schedule:
Appoint Affirmative Action Coordinating Committee members	Department Directors	Complete NLT Sept. 1, 1973

Objective 2: Initiation of Affirmative Action Training and Performance Appraisal Agreements.

A selected number of the Library's most qualified employees (in terms of productivity, initiative, attendance, cooperation, etc.) with considerable Library experience but who lack the educational credentials required for promotion to higher grade positions will be offered an opportunity to demonstrate their ability to perform in the higher grade position after or while completing specified job related education and/or training. This opportunity will take the form of a formal Training and Performance Appraisal Agreement which will specifically detail the education and/or training the employee will be required to complete, the period of time the employee will be detailed in the higher grade position on a performance trial basis, a provision for formally evaluating the employee's progress in both the education and/or training and the performance test phases, and a timetable according to which the employee will be promoted upon successful completion of the terms of the Agreement.

The responsibility for identifying successful employees for Affirmative Action Training and Performance Appraisal Agreements and for administering those agreements is assigned to Department Directors, with Library-wide oversight by the Affirmative Action Coordinating Committee. Approval of personnel actions resulting from these agreements will be in accordance with established LCR's.

The Library is committed to entering into a minimum of 26 Affirmative Action Training and Performance Appraisal Agreements with selected employees during Fiscal Year 1974, apportioned as follows:

Administrative Department	4
Congressional Research Service	5
Copyright Office	3
Law Library	1
Librarian's Office	1
Processing Department	9
Reference Department	3
	26

The above figures are to be considered minima--Departments which determine they can exceed the apportioned number of Training and Performance Appraisal Agreements are encouraged to do so.

Action Item:	Responsibility:	Schedule:
A. Identify specific Affirmative Personnel Actions in each Department	Dept. Director Divisions	Complete NLT Oct. 1, 1973
B. Draft Training and Performance Appraisal Agreement for each Action identified	Dept. Director Divisions Personnel Office (Training, Placement and Classification)	Complete NLT Nov. 1, 1973
C. Select employees to receive Affirmative Action Training and Performance Appraisal Agreements	Dept. Director Divisions	Complete NLT Dec. 15, 1973
D. Develop and Schedule Orientation of Supervisors and Employees with Agreements	Personnel Office (Training Office, AD/EP*)	Complete NLT Jan. 15, 1974

E.	Monitor, evaluate each employee's progress, make recommendations to Department Director	Divisions Dept. Director Affirmative Action Coordinating Committee	Quarterly Beginning March 15, 1974
F.	Monitor operation of Affirmative Action Program throughout Library, advise Librarian, recommend improvements.	Affirmative Action Coordinating Committee	Semi-Annually Beginning May 15, 1974

Objective 3: Evaluation of Library Employment Tests and Qualifications Requirements for Job Relatedness and Business Necessity.

An outside consultant will review and evaluate employment tests administered by the Library and qualification requirements used in filling job vacancies to assure that these tests and qualifications requirements are job related, i.e. actually necessary for the satisfactory performance of the job, and that the Library is in compliance with the requirements of the Equal Employment Opportunity Act of 1972 regarding the use of tests and qualification requirements. Emphasis on this Objective will be initiated in FY 1974 and continued into FY 1975.

*Assistant Director for Equality Programs

Action Item:		Responsibility:	Schedule:
A.	Let and administer tests evaluation contract	Personnel Office (AD/EP Placement & Class.)	Complete NLT Nov. 15, 1973
B.	Publish Library Regulation as a result of "A" (above)	Librarian	Complete NLT Feb. 15, 1974
C.	Let and administer qualifications evaluation contract	Personnel Office (AD/EP Placement & Class.)	Initiate NLT Feb. 15, 1974 Complete NLT Dec. 15, 1974
D.	Publish Library Regulation as a result of "C" (above)	Librarian	March 15, 1975

Objective 4: Counsel and establish approved Education-For-Careers Plans for each participant in the Tuition Support program.

All employees participating in the Tuition Support Program after January 1, 1974 will be counseled in developing career goals and identifying appropriate educational courses and experiences for achieving those goals. Education-For-Careers Plans will be developed for each participant summarizing courses planned, and actual completions. The Education-for-Careers Plan will provide the primary information on which course applications will be approved or disapproved. The progress of employees pursuing courses of study will be summarized and disseminated to the Departments at the end of each fiscal year.

Action Item:	Responsibility:	Schedule:
A. Counsel all applicants for courses beginning after January 1, 1974	Personnel Office (Training)	Complete NLT Dec. 1, 1973
B. Establish Education-for-Careers Plans for all employees receiving tuition support	Personnel Office (Training)	Complete NLT Dec. 31, 1973
C. Evaluate applications for Tuition Support and approve courses consistent with approved Plans and available funds	Personnel Office (Training)	Continuing Beginning Jan. 1, 1974
D. Evaluate effectiveness of Tuition Support Program, make recommendations for improvement in Report to Affirmative Action Coordinating Committee	Personnel Office (Training)	Complete NLT April 15, 1974
E. Summarize achievements of participants in Report to Department Directors	Personnel Office (Training)	Complete NLT June 30, 1974